

ABSTRAK

Model Upah Pekerja UMKM Dalam Perspektif Manajemen Sumber Daya Insani (Studi Karomah Collection Desa Petisbenem Kec.Duduksampean Kab. Gresik)”

Negara memiliki kewajiban untuk memfasilitasi warga negaranya memperoleh pekerjaan yang layak tetapi Allah memerintahkan manusia untuk bekerja. Bagi pekerja upah merupakan alasan utama bekerja, selain itu untuk memenuhi hidupnya dan menanggung kebutuhan keluarganya. Upah yang diterima para pekerja bukan hanya berupa uang saja melainkan dapat berupa barang atau lainnya. Penelitian ini bertujuan untuk mengetahui model upah para pekerja UMKM rak susun dan tinjauan manajemen sumber daya insani dalam pekerja Desa Petisbenem Duduksampean Gresik.

Penelitian ini merupakan jenis penelitian kualitatif deskriptif. Teknik pengumpulan data pada penelitian ini menggunakan teknik wawancara, dan dokumentasi. Teknik analisis data yang digunakan yaitu reduksi data, penyajian data, dan penarikan kesimpulan/verifikasi.

Hasil dari penelitian menunjukkan bahwa model upah pekerja UMKM Desa Petisbenem Kec. Duduksampean Kab. Gresik memiliki inovasi baru dalam memberikan opsi model upah kepada para pekerja. Terdapat 3 model upah yaitu berupa uang, tabungan, dan barang. Tinjauan manajemen sumber daya insani dalam proses rekrutmen tidak membedakan serta proses seleksi yang terpenting tekun dan proses pelatihan dilakukan oleh pekerja lama.

Kata Kunci: Pengupahan, Usaha Mikro Kecil Menengah, Manajemen Sumber Daya Insani

ABSTRACT

Wage Model for Micro, Small and Medium Enterprises Workers in the Perspective of Human Resource Management (Study of Stacking Rack Craftsmen in Petisbenem Village, Duduksampean District, Gresik Regency)”

The state has an obligation to facilitate its citizens to get decent work but Allah commands humans to try to fulfill their needs by working. Human resources for companies are very important. For workers, wages are the main reason for working, in addition to fulfilling their lives and supporting the needs of their families. Wages received by workers are not only in the form of money but can be in the form of goods or other. This study aims to determine the wage model for Micro, Small and Medium Enterprises workers and a review of human resource management in Petisbenem Village workers, Duduksampean Gresik.

This research is a type of descriptive qualitative research. Data collection techniques in this study used interview, observation, and documentation techniques. Data analysis techniques used are data reduction, data presentation, and drawing conclusions/verification.

The results of the study indicate that the wage model for Micro, Small and Medium Enterprises in Petisbenem Village, Kec. Sit by the District. Gresik has a new innovation in providing wage model options to workers. There are 3 models of wages, namely in the form of money, savings, and goods. Taking wages in the form of goods makes it easier for workers to take basic materials. On the other hand, workers take wages in the form of savings which can be stored and taken at any time when needed. The review of human resource management regarding workers' wages in determining and providing almost meets basic needs. The owner gives wages fairly and does not delay payment.

Keywords: *Wages, Micro, Small and Medium Enterprises, Human Resource Management*